

CROSSROADS DIVERSIFIED SERVICES, INC.

Corporate Ethics Policy

OUR FUNDAMENTAL PRINCIPLES

- I. Our mission is to provide employment opportunities for persons with disabilities and others who have multiple barriers to seeking, securing and retaining competitive employment, and to deliver best-value services to our clients and customers. We are passionate about our mission. It guides everything we do in our company.
- II. We are people dedicated to delivering best-value services and solutions to our business partners and the clients we serve. We will pursue these objectives with a commitment to high standards and personal integrity. How we pursue our mission is as important as the mission itself.
- III. We are driven by quality and customer satisfaction. We place the highest priority on the quality, timeliness and competitiveness of our services and our customers' satisfaction.
- IV. We pursue technical growth and market diversification to increase value for our customers and opportunity for our employees.
- V. We are committed to growth and energized with an entrepreneurial spirit.
- VI. We maintain our traditional small-company flexibility whenever possible, and, at the same time, facilitate the creation of collaborative efforts to support larger customer efforts.
- VII. We will be fair and professional in all our business dealings and will honor our commitments to our business partners.

Built By Excellent People and Team Effort

- I. Our reputation for excellence has been earned by people of exceptional creativity, expertise, and determination working closely with our customers and each other.
- II. To serve our business objectives, we provide opportunities for our employees to improve their competencies and to grow professionally.
- III. We promote the hiring of persons with disabilities.
- IV. Widespread employee participation is fundamental to our success. Employees actively participate in addressing important corporate issues and have a strong voice in our decision-making processes.

- V. We promote an environment that encourages new ideas, high-quality work and professional achievement.
- VI. We insure equal opportunity for employment and advancement. We do not practice or condone any form of discrimination on the basis of ethnicity, race, creed, color, sex, sexual orientation, age, marital status or disability.

Our Commitment to the Persons We Serve

- I. We believe that employment and access to services are civil rights. We will advocate at all times and in all forums to preserve and enhance these rights.
- II. We have a special ethical responsibility to protect the confidentiality of information for the persons we serve.
- III. We respect and promote the interests and self-determination of the persons we serve. We act with the highest integrity at all times in our relationships with the persons we serve and their significant others.
- IV. We do not engage in dual relationships with the persons we serve. We avoid any conflicts of interest in our relationships with the persons we serve.
- V. We invite persons we serve to participate in all aspects of the operation of our company.

Our Commitment to Our Vendors, Suppliers and Subcontractors

- I. We will endeavor to select vendors, suppliers and subcontractors who will adhere to our ethical standards and commitment to quality products and services.
- II. We will be fair and professional in all our dealings with our vendors, suppliers and subcontractors.

Our Commitment to Our Neighbors

- I. We will be responsible citizens, respecting the laws and customs of each community in which we live and conduct business.
- II. We will always strive to be a “good neighbor” and bring value to the neighborhoods in which we conduct our business.

Our Commitment to Corporate Ethics

- I. This Statement of Corporate Ethics applies to all the activities of Crossroads Diversified Services and its operating divisions. More specifically, this

statement applies to our employees, our board of directors and management, our business and financial practices, our marketing and public relations activities, our treatment of the people we serve, and our relationships with our community and all our business partners. This statement is intended to build on the values our employees already bring to the workplace and to help them steer through the complexities, uncertainties and pressures that they face in their daily work.

- II. The President/Chief Executive Officer of Crossroads Diversified Services is responsible for ensuring adherence to this Statement of Corporate Ethics. Any violations of ethics stated herein shall be reportable to the President/Chief Executive Officer. The President/Chief Executive Officer shall undertake efforts to quickly resolve allegations of violations of this Statement.